



# SIR WILLIAM BORLASE'S GRAMMAR SCHOOL

TEACHER OF BIOLOGY  
MATERNITY COVER

*Inspire  
Empower  
Shape The Future*



# THE SCHOOL

## Welcome to Borlase

Welcome to Sir William Borlase's Grammar School, where we are proud of our heritage as we approach our 400th birthday and excited to be inspiring and empowering the aspirations of our students today. A state-funded school in the centre of Marlow, Borlase is recognised for excellent academic learning and an outstanding extra and super-curricular programme.

## History

Founded in 1624 on the same site we occupy today, the brick and flint Cloisters, clock tower and Chapel of Borlase share a street with Mary Shelley's cottage where she wrote Frankenstein, TS Eliot's house and the original site of the Royal Military College now at Sandhurst.

At Borlase we are proud of our long history of providing education to the young people of Marlow and surrounding areas since 1624. The school was built on a strong principle: the desire to enable children from all socioeconomic backgrounds to have the opportunity to learn and meet their potential.

## Today

Our school has a very special energy that springs from a contagious enthusiasm for learning across all subjects; this extends well beyond the classroom through the many independent project groups, academic clubs and societies that flourish at school on a daily basis.

The calendar is full of opportunities to enrich learning through trips, visits, practical explorations and independent research. Borlasians aspire to achieve their best academically and personally and are unashamedly ambitious in those aims. High achievement comes from the genuine enjoyment of learning and we are committed to fostering that enjoyment in and outside the classroom.

Our teachers are all specialists in their chosen disciplines who are passionate about creating learning experiences that provoke independent thinking and creativity.

## Our future

We continue to look forwards, always inspired to provide the very best opportunities for our students. We have recently embarked upon a major programme of investment in our site. A new sports centre was opened in 2021 and we are currently working to provide a new school refectory.



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# WORKING AT BORLASE

## A professional community

In joining the staff at Borlase, you would become part of a professional community dedicated to improvement. We invest heavily in staff professional development, but we believe that in a high-performing culture such as ours, the most effective professional growth comes through learning from others in the community and becoming more adept at self-regulated improvement.

We are recognised by the High Performance Learning organisation as a World Class School; testament to the commitment to research-led best practice that we have established at Borlase for over a decade.

We work closely with the local Teaching Hub to provide training for staff at all levels, including NPQs. We also support members of staff to work towards academic qualifications such as Masters degrees and educational doctorates.



## Staff benefits

The children of members of staff are given priority in the admissions process in the event of oversubscription. Please see the school's admissions policy for more details.

We have a two-week October half term and there are extensive opportunities to accompany school trips to exciting destinations in the UK and beyond.

## A commitment to wellbeing

We are committed to providing an outstanding, supportive work environment. An ongoing dialogue with staff about workload has led to changes in our working practice to reduce data collection and reporting points and to streamline our marking and feedback policy.

The Borlase staff is a friendly, sociable team and there are regular trips to theatre productions and sporting events. There is a well-provisioned staff common room and access to a superbly equipped onsite gym.



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## Teacher of Biology

*Maternity Cover (0.6 FTE)  
Required for September 2023*

We are seeking a well-qualified and passionate biology teacher, who would like to work with students who are all eager to learn and challenge themselves, to join our department. The successful applicant will be confident teaching Biology up to GCSE and ideally A-level as well.



### The Biology Department

We are a friendly and hardworking team, dedicated to developing our own teaching practices and inspiring an enthusiasm for our subject in the students we teach. Our teachers bring with them a range of experiences and specialisms, and our extensive extracurricular programme offers them opportunities to share their passion with the students.

# THE ROLE



We achieve consistently excellent GCSE and A Level results. Biology A-level is very popular, with over 160 students studying the subject across Year 12 and 13. Our A level results are excellent with 81% of students achieving grades A\*-B in 2019. Last year more than 40 students went on to pursue biology-related degree courses at university, including biological sciences, biomedical sciences, ecology, biochemistry, medicine, veterinary science, nursing and sports science.

Students are encouraged to extend their interest in the subject beyond the classroom. There are several thriving academic societies already run by students, including BioSoc, MedSoc, VetSoc, EcoSoc and NursSoc. The extended project qualification is also available to year 12 students who are interested in exploring a topic of their choice in much more depth. Students work independently to produce a 'dissertation-style' project and the skills students develop provide excellent preparation for university study.



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# JOB DESCRIPTION

## Main Responsibilities

### Teacher of Biology

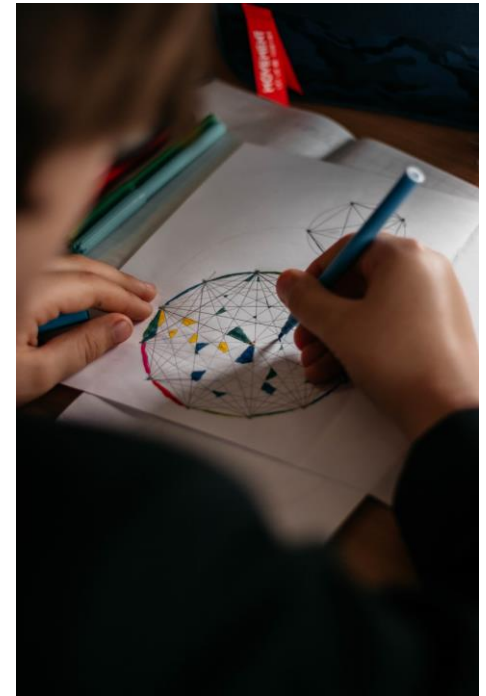
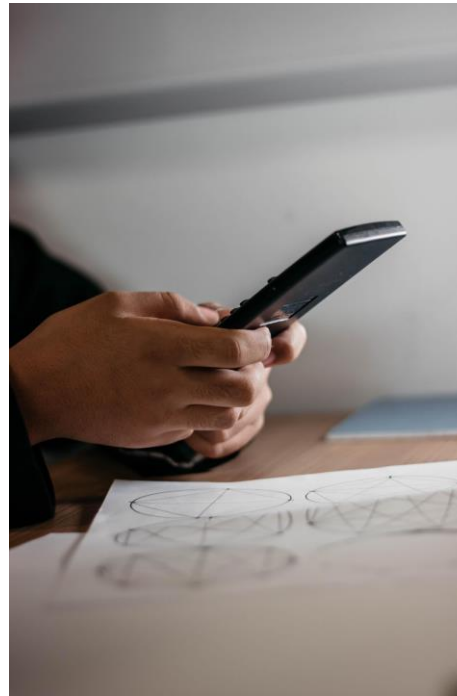
- To inspire and empower students to shape the future.

#### Objectives

- To support the learning and progress of all students.
- To ensure the highest possible standards of student behaviour
- To promote the school's values
- To demonstrate professional values and practice

#### Principal areas of responsibility

- Planning and provision of challenging learning activities
- Assessment and support of student progress
- Supporting the progress and development of the students for whom you have responsibility as their form tutor
- Working professionally as a member of subject teaching and tutorial teams
- To take responsibility for knowing and understanding Safeguarding practices at the school and keeping up to date with all Safeguarding Training.
- To ensure all children feel safe at school and understand the mechanisms for reporting concerns.



*Please note – All teachers are Form Tutors*



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## Main Responsibilities

- To plan and teach sequences of lessons which incorporate an appropriate range and depth of subject knowledge in line with statutory requirements.
- To teach lessons with clear objectives and well-pitched tasks which provide pace and challenge using a variety of learning strategies including ICT. Due to the current Covid environment there may be the requirement to deliver teaching remotely using Borlase@Home technology with a hybrid approach.
- To understand the responsibility required under the SEND Code of Practice and to seek advice from SEND Coordinator when appropriate.
- To employ a variety of marking, monitoring and assessment strategies to inform planning, develop learning and evaluate students' progress.
- To provide constructive feedback to help students reflect upon and improve their work.
- To make effective and regular use of the school's assessment criteria and reporting procedures to inform learning.
- To keep the form register and monitor patterns of student attendance/absence.
- To make appropriate use of the school's rewards and sanctions procedures in line with the school's behaviour policy.
- To monitor the progress of students in your tutor group by target setting and through regular inspection of homework diaries, planners and/or other appropriate methods (e.g. students on report).

# JOB DESCRIPTION

- To report concerns about individual student progress and behaviour to relevant senior staff.
- To demonstrate consistently high expectations of all students and a commitment to raising their achievement.
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration.
- To communicate promptly and sensitively with parents, carers and other relevant bodies where necessary.
- To contribute towards, and value, the work of teams of staff dedicated to advancing student learning and welfare.
- To be aware of, and work within, the statutory frameworks relating to teachers' responsibilities and the Borlase Teacher Aspiration framework.
- To demonstrate consistently high standards of personal and professional conduct; showing tolerance and respect of the rights of others whether other staff, students or parents.
- To observe proper professional boundaries and having regard to the safeguarding and wellbeing of students.
- The post holder is responsible for ensuring all child protection policies are adhered to and that any concerns or incidents are raised in accordance with these policies.



# THE PERSON

	Essential	Desirable
<b>Qualifications</b>	<p>Qualified Teacher Status or Post Graduate Certificate in Education</p> <p>Degree level qualification in Biology-related subject</p>	Further professional qualifications
<b>Previous Work Experience</b>	Experience of teaching Biology up to and including GCSE	Experience of teaching Biology at A level
<b>Professional Qualities, Skills and Experience</b>	<p>A passion for your subject and a commitment to developing a full understanding of the Biology specifications delivered at the school.</p> <p>A good understanding of assessment and progress data to inform teaching and learning.</p> <p>Thorough knowledge of the requirements of the National Curriculum in the subject.</p> <p>Strong classroom pedagogy and a commitment to continuous professional development.</p> <p>An understanding of the way children learn and how individual needs may be assessed and met.</p> <p>Safeguarding, Child Protection Training, knowledge and experience</p>	Particular knowledge and experience of leading young people in exciting Biology extra curricular OR experience from a previous career that could excite enthusiastic learners.
<b>People Management Skills</b>	<p>Effective communicator with children, staff and parents.</p> <p>An effective team player, working with colleagues collaboratively</p>	Experience in fostering good relationships between all members of the school community



# THE PERSON

	Essential	Desirable
<b>Other Personal Qualities</b>	<p>Appropriate motivation for working with children (one which values each child &amp; shows concern for their personal safety &amp; wellbeing)</p> <p>Well-developed planning &amp; organising skills including time management, delegation and administration</p>	<p>Willingness to contribute to the wider life of the school.</p>



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# HOW TO APPLY

*Please do contact us with any queries or if you would like to discuss your situation.*

For an application form please visit [www.swbgs.com](http://www.swbgs.com) and click on Vacancies

## KEY DATES

**9am Tuesday 23<sup>rd</sup> May 2023**

*Deadline for application*

*Early Application encouraged as they will be considered upon arrival*

*We reserve the right to close the vacancy early  
should suitable candidates apply before the closing date*

**Applications submitted via email should be sent to Mrs Lynn Cupitt-Jones, HR at [lcupitt-jones@swbgs.com](mailto:lcupitt-jones@swbgs.com)**

The school is fully committed to the DfE guidance on Safeguarding Children and Safer Recruitment in Education and all candidates for the post will therefore be subject to vetting procedures following Buckinghamshire Council's guidance and the Trust's Safer Recruitment Policy.

All shortlisted candidates will be subject to an online search as part of the safer recruitment process.



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